

Job and Person Profile

School Leader for a New International Public School

One of Denmark's First International Public Schools

The Municipal Council in Kalundborg Municipality has decided to establish a new international public school. This is a significant political decision and a strategic investment aimed at contributing to the realization of Kalundborg Municipality's development strategy in terms of settlement and recruitment, thus enhancing companies' ability to recruit both national and international labour.

It will become more attractive for both foreign and Danish families to settle, work, or study in Kalundborg Municipality having a school offering a strong international profile. This will positively impact the ability of businesses to recruit labour nationally and internationally, as well as attract and retain students in the municipality. The establishment of an international public school is, therefore, in line with Kalundborg Municipality's development strategy, which supports attracting citizens as a prerequisite for continued positive growth in the municipality.

The international school will be established and operated in accordance with the KIG law (a municipal law governing international primary schools). The school will follow a bilingual program, involving a Cambridge certification. This means that the school's teachers and staff must be able to teach and work in English.

The establishment of bilingual education provides a general focus on Danish society in a global perspective. Several international companies and citizens with backgrounds other than Danish create a need for a more international environment, where, among other things, expats and Danes can meet and build relationships. The association and sports life play a crucial role in integrating into Danish society, and the school plays an essential role in this context.

The school's activities in the international perspective will, therefore, take place in close collaboration with various stakeholders working in international recruitment and intercultural encounters. Consequently, the role of school leader will involve extensive work in recruitment and marketing, as well as extended cooperation with businesses, associations, volunteers, parents, and others.

Background and Preconditions

Kalundborg Municipality is one of Denmark's most robust growth engines, with Zealand's largest concentration of highly specialized industrial companies. There is a global outlook here, with a focus on both sustainable business development and education. The Municipal Council's decision to establish an international public school is a significant political and strategic initiative aimed at enhancing educational opportunities for the growing number of international families in Kalundborg Municipality.

The school will be established as a municipal international primary school and should be seen as part of the overall school system in Kalundborg Municipality. However, the international school will be established and operated within the framework of the KIG law, with a bilingual program and Cambridge certification. A budget of DKK 2.8 million has been allocated for establishment costs, and the estimated annual additional operating cost is DKK

3 million, independent of the regular allocation model for public schools in Kalundborg Municipality. These amounts are intended as a framework allocation during the school's establishment period, expected to be the first three years. Afterward, the school will transition to the regular allocation model in line with other public schools. The international school will be established on the following premises:

- The school will eventually have students from grades 0 to 9 but will start by admitting students in grades 0 to 7 during its first year of operation.
- The school will work with mixed-grade classes across different year levels. It is expected that 4 to 5 classes will be established in the first year of operation.
- The school will run a bilingual program where 50% of the instruction is in English and 50% in Danish.
- The school will be operated in accordance with the KIG law.
- The international school will be established at "Skolen på Herredsåsen", utilizing existing facilities. A close collaboration with "Skolen på Herredsåsen" will therefore be a natural part of running the international school.
- The international school is expected to be ready for opening in August 2025.

School Leader Profile

We are looking for a school leader with management experience who is aware of the leadership tasks in a politically governed organization. Additionally, you should have insight into the leadership tasks related to resource management, structure, and good planning as a foundation for academic leadership. In other words, you need have a strong knowledge of educational institutions and have both the desire and ability to acquire new knowledge in this area.

As the school leader, you will guide the development of the school leading up to its opening in August 2025 and beyond, as the school grows and evolves. Part of this role includes recruiting engaged and competent staff. The establishment of the school will take place in collaboration with a consulting team. You will work alongside a project manager and consultants who will support the establishment efforts and partnership relations throughout the development phase. The school's operation and further development from August 2025 will be done in collaboration with the school board.

You will be responsible for creating something new. The school has many external stakeholders and will receive significant attention from the public. Therefore, as a leader, you must be outgoing and comfortable seeking out and developing relationships outside the school. The school is international, and this should be reflected in the school's culture, leadership, and staff.

Your tasks will include:

- Etablering og implementering i henhold til KIG-loven
- Samarbejde med lokale interessenter herunder virksomheder, organisationer og andre institutioner
- Promovering af skolen
- Forældresamarbejde
- Sikre at skolen lever op til kravene i henhold til Cambridge certificering
- Deltage i CLIL-Træning

You are innovative, outgoing, and thrive on seeking out and developing relationships both within and outside the school. You inspire others, possess strong communication skills, and can help give the school a distinct profile. You have a global mindset and previous experience in an international school environment. You have a high level of English proficiency and can communicate professionally in both written and spoken forms. You can lead in an international environment where both language and culture play a significant role.

Your educational background could be in teaching or another relevant field. You already have leadership training or are eager to pursue it. Experience and knowledge of Cambridge Assessment International Education would be an advantage.

As the school leader for the new international public school, your role differs from that of other school leaders. You will deal with a unique history, background, strategic position, legislation, and financial framework. You are aware of the school's place in the overall strategic direction of the municipality and act with great insight and understanding of being part of a politically governed organization.

As a leader, you are a team player with a keen sense of the needs of staff, partners, and other stakeholders. You are results-oriented and maintain a constant focus on developing the core tasks in collaboration with your employees, the board, and external partners.

As a leader, you will always be subject to observation, evaluation, narratives, interpretations, and projections—this is part of the job. You understand that managing stakeholders at all levels is crucial. You are open to constructive dialogue and feedback, and you contribute to creating a culture around you where others do the same.

Key Responsibilities

- You hold overall responsibility for the school, including finances, academics, and the board.
- You are responsible for the budget, staffing, and ensuring coherence between the school's development and the political framework.

We offer... An exciting leadership position with ample opportunities for development. You will be part of a well-functioning leadership network in Kalundborg Municipality and will be offered a mentorship program for the first year.

We offer the opportunity to realize high academic ambitions in close collaboration with other school leaders, the director of the children and youth sector, and skilled colleagues in the administration. Additionally, there will be interdisciplinary cooperation with school social workers, secondary schools, SSP (school, social services, and police cooperation), businesses, and more.

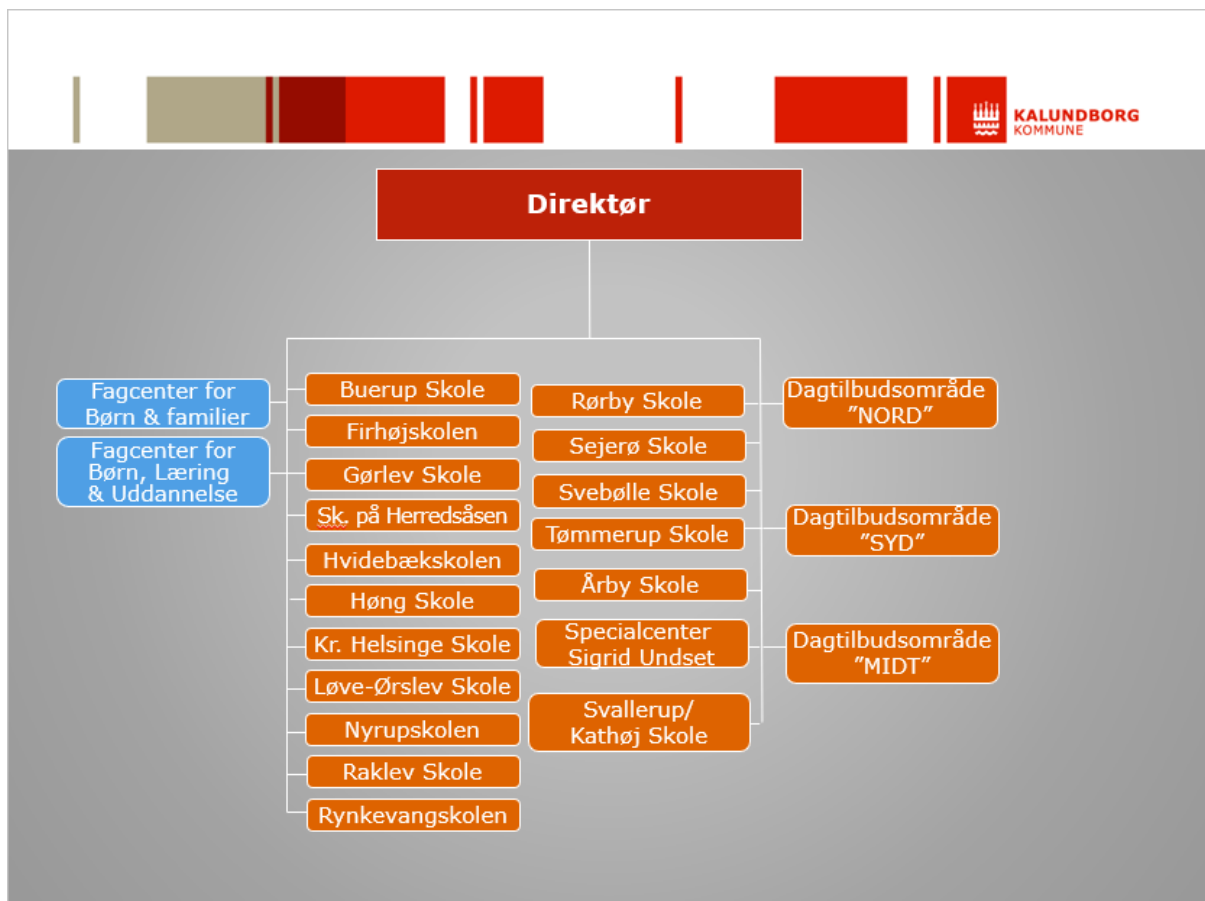
Kalundborg Municipality's organization is characterized by a flat structure, where school leaders report directly to the director. This allows for strategic collaboration with all school leaders in developing the public school sector and requires the ability to lead upwards, understanding the conditions of a politically governed organization.

You will report directly to the Director of Children and Youth, Michael Gravesen, and will be part of a well-established and collaborative leadership group for the entire school system in Kalundborg Municipality, which includes 18 other school leaders.

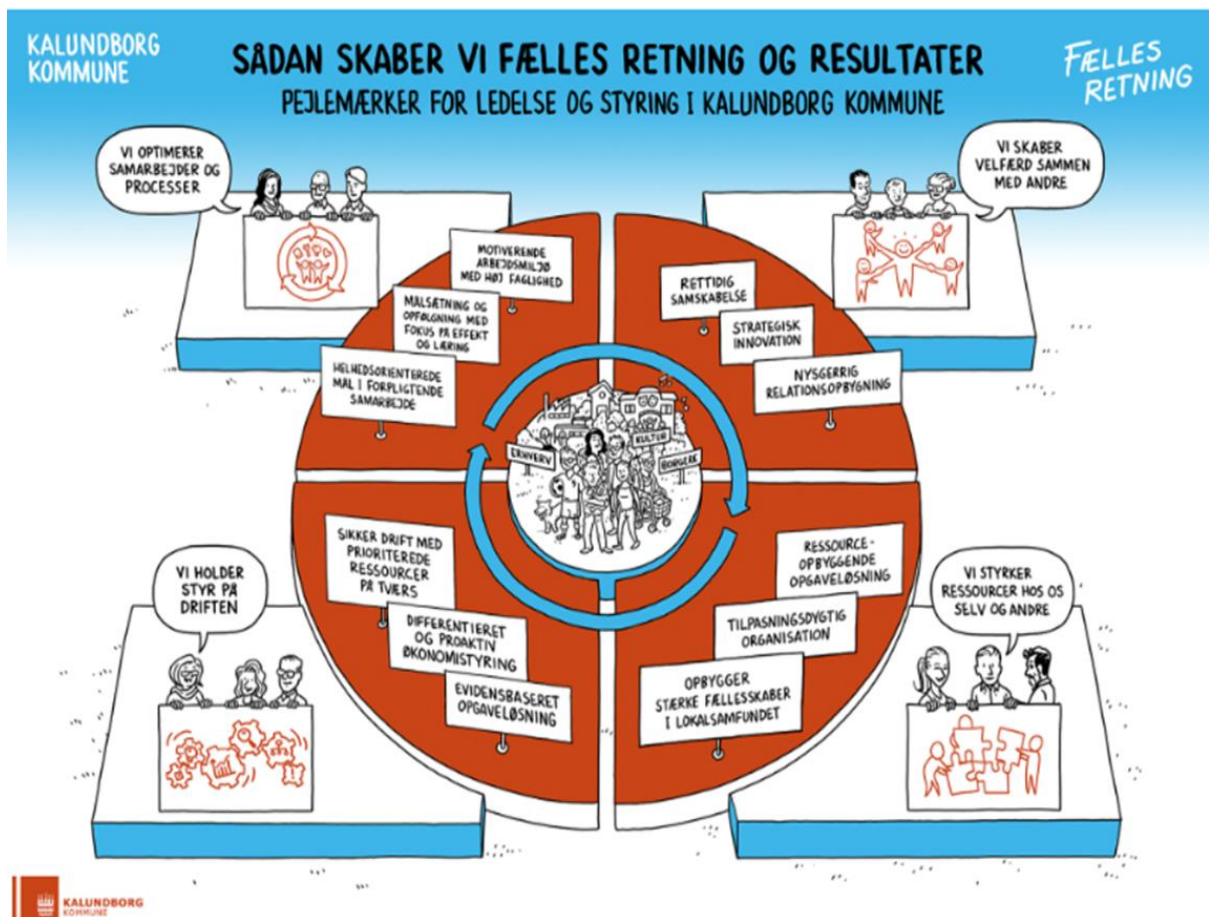
Vision for Public Schools in Kalundborg Municipality The overarching vision of Kalundborg Municipality's Children and Youth Policy is that all children should have the opportunity to reach their potential. Public schools are a central part of the municipality's effort to ensure equal opportunities for all children.

In Kalundborg, we believe that all children have the right to be part of strong communities, either in a mainstream public school or in a specialized offering. We focus on each student's resources and opportunities to participate and are committed to enhancing students' well-being, reducing absenteeism, and raising academic performance [Strategier \(kalundborg.dk\)](http://www.kalundborg.dk/Strategier).

Kalundborg Municipality's Organization The new international public school will be part of the same structure as other public schools in the municipality. Kalundborg Municipality's management philosophy is based on a flat structure with only two management levels as a rule. The organization emphasizes that individual units have considerable autonomy, which leads to a highly decentralized management model. The central idea is to support decentralized leadership and offer opportunities for growth in collaboration with users.



A management and governance framework has been developed to ensure an even greater focus on our core task—core welfare. This framework emphasizes innovation and co-creation with relevant stakeholders.



The framework was developed through collaboration between the Executive Management and the municipality's Level 2 managers, who engaged in dialogue and qualification to formulate the new guiding principles for leadership and governance. This approach follows the "classic Kalundborg method," where there is a strong belief that we achieve more together than through top-down directives. The main points are:

- We optimize collaboration and processes.
- We create welfare together with others.
- We maintain operational control.
- We strengthen resources in ourselves and others.

Read more about the management and governance framework here: [Ledelses-og styringsgrundlag](#)

As a school leader in Kalundborg, you will be part of the overall school leadership, which meets regularly. The collective leadership has contributed to the development of the vision poster "**Shared Direction**", which uses visual drawings and illustrations rather than words to describe the direction and development happening in Kalundborg Municipality.

Kalundborg Municipality's development strategy toward 2035—“**Progress Includes More in the Community**” - is the Municipal Council's assessment and strategy for the municipality's development. This strategy is grounded in the Council's overarching vision: “**Kalundborg Municipality is a great place to live, learn, work, and conduct business.**”

The development strategy outlines how we will work towards realizing this vision with a holistic approach across sectors. It provides direction for the upcoming municipal plan by identifying strategic focus areas for the next planning period. The development strategy also defines the scope of revisions for the upcoming municipal plan and discusses the planning completed since the adoption of the current municipal plan. The key points of the development strategy are:

- Sustainable development in urban and rural areas
- Increasing the population in the municipality
- Business, workforce, and education
- Future welfare
- Nature and resources
- Infrastructure

The development strategy for Kalundborg Municipality toward 2035 -“**Progress Includes More in the Community**” - was approved by the Municipal Council in January 2023 and can be read here: [Development strategy](#)

About Kalundborg Municipality

Kalundborg Municipality, with nearly 49,000 residents, is beautifully situated in the western part of Zealand. Some of the country's largest bodies of water—Saltbæk Vig and Tissø—are among the many natural highlights in this geographically diverse municipality. The coastline is marked by the three prominent peninsulas: Reersø, Asnæs, and Røsnæs, benefiting from the dry and sunny "Great Belt climate," which supports a variety of rare plants and animals.

Kalundborg Municipality hosts some of Denmark's largest companies (including Novo Nordisk) and is a national growth engine. For over 50 years, private and public companies have collaborated to create a world-renowned industrial symbiosis, where by-products from one company's production become raw materials for another. Today, there are 30 different streams between the companies benefiting both the economy and the environment.

Kalundborg Symbiosis is essentially about businesses collaborating to produce in a more sustainable manner while also benefiting their bottom line. This cooperation results not only in joint investments in, for example, the production of green energy but also in coordinated efforts concerning infrastructure, education, and attracting qualified labour. A joint effort and partnership that has led to the realization of Kalundborg as an education and innovation municipality. Kalundborg Municipality is on its way to becoming an educational hub, offering programs in engineering, electrical trades, and opportunities for bioanalysts.

More Information

If you have any questions, please feel free to contact Director Michael Gravesen at mcgr@kalundborg.dk or call 21 13 04 19, or Coordinator Charlotte Ebdrup at cheb@kalundborg.dk or call 20 25 68 87.

Salary and Employment Conditions

Employment will be on a contractual basis with an annual salary of approximately 700,000 DKK, in addition to a pension. Kalundborg Municipality can assist in finding suitable housing and employment for a spouse.

Application Process

The application deadline is November 11, 2024. Interviews will be held on November 18 and 27. Candidates advancing to the second interview round will be asked to complete a profile analysis and will be presented with a case. The position is expected to commence on January 1, 2025, or by agreement.